



GRACE INTERNATIONAL SCHOOL

Chiang Mai, Thailand

LEADING AT GRACE





"GIS staff are Called Staff. That is to say, staff who are not only qualified to do a particular job, but carry a sense of God's call to serve. That service is first and foremost service to God. He is the One Who calls us to the work of the Great Commission.

A passion for Christ and His Commission fuels everything we are doing here. Our service to Christ expresses itself and gets put into action as service to missionary families and their children. Our called staff are the beating heart of what God is doing in the lives of hundreds of students and their families. Through their obedience to the call of God, they are playing a pivotal role every single day in the fulfillment of the Great Commission."

Andrew Bowers

Former Chief Governance Officer

MISSION

Grace International School is a quality, affordable Christian school in Chiang Mai, Thailand. GIS exists so that international Christian workers are enabled to remain abroad due to the educational and spiritual needs of their children being met. These needs include access to distance education support, adaptive instruction, and tools that enable students to grow in their personal faith journey with the Lord.

VISION

The Vision of Grace International School is that every student will know who they are in Christ, that they will experience a quality education in an inspiring learning environment, and that they will be equipped with a Biblical worldview to impact the world for Christ.

CORE VALUES

To Follow Jesus
To Pursue Excellence
To Cultivate Community
To Partner with Parents
To Enable International Christian Workers

WHO WE ARE

Grace International School (GIS) was founded in Chiang Mai, Thailand, to meet a critical need in the missions community. Faithful men and women serving all over Southeast Asia and beyond were faced with returning to their home countries because of inadequate educational options for their children. GIS moved quickly to address this issue. We currently serve as one of the largest faith-based international schools in the world—**with over 600 students yearly, whose families represent over 90 member organizations and serve in 40+ countries across the globe.**

GIS uses American curriculum while integrating biblical truths into the classroom to ensure a rigorous education as well as spiritual growth. **Our staff have taken a leap of faith in raising their own support to teach here.** They share both their knowledge and personal life journey with Christ to students. Alongside our full-time academic program, we also offer educational support in the form of adaptive instruction and access to long distance education. Our students also have opportunities to participate in clubs, compete in sports, and get involved in community outreach.

Our vision is to see every student being equipped with a Biblical worldview to impact the world for Christ

THE IMPACT OF GIS FAMILIES



40+

countries are being served
by our families



42%

of our families are serving
in 2 to 10 countries



68%

of our families are serving
in unreached people
groups



30%

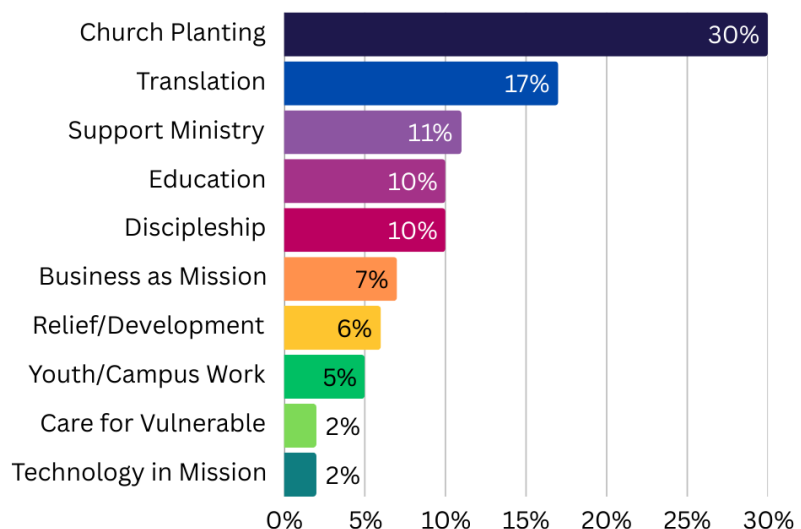
of our families are focused
on church planting



38%

of our families have been
involved with Grace for 4 to
10 years with the average
commitment of 6 years

PRIMARY AREA OF MINISTRY



CAMPUS

Our campus is thoughtfully designed to support both academics and student life, with dedicated spaces for learning, athletics, community, and growth. The campus is divided between our academic area and athletics complex and currently includes seven primary buildings: **Administration, Elementary School, Middle School, High School, Cafeteria, Facilities, and Fitness Center.**

In addition to our academic spaces, students enjoy access to outdoor courts, covered courts, and soccer fields that support athletics, physical education, and community events. As Grace International School continues to grow, future campus development plans include the **Tiger Fieldhouse & Gymnasium, an Auditorium, and a Performing Arts Classroom Building**, with just over 24% of the required funds raised to date.

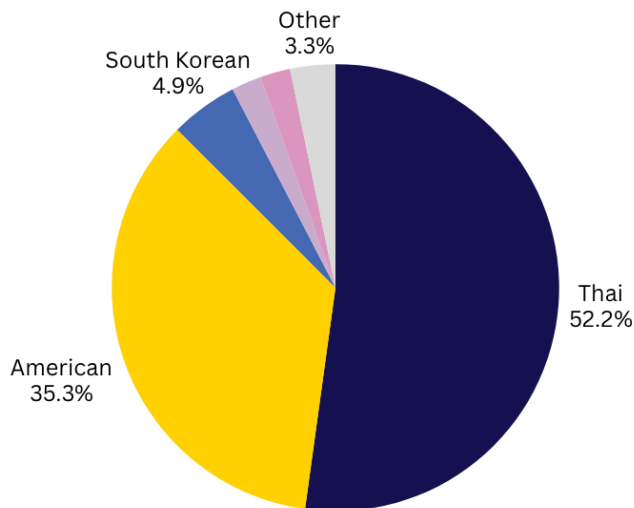
The safety and care of our community remain a top priority. Our campus is supported by 24/7 security and a dedicated facilities team that works year-round to maintain a safe, welcoming, and well-cared-for environment for students, staff, and visitors alike.



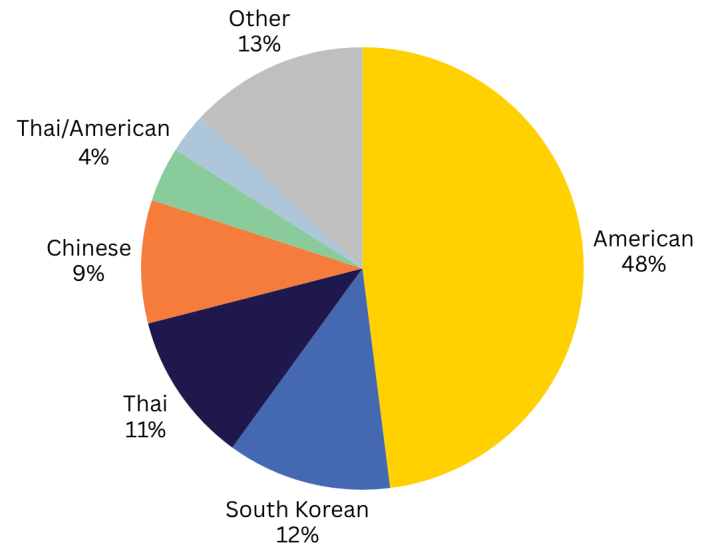
STAFF & STUDENT BODY



STAFF



STUDENTS



At GIS, we find value in our diversity, with students and staff from all around the world. Our 180+ staff members are from 10 different countries and our 600+ students are of over 20 nationalities. Over 80% of our students are from families of international Christian workers who are serving in over 40 countries across the globe. GIS exists to meet the educational and spiritual needs of the children of these families, enabling them to remain serving abroad.



ACADEMICS

Grace International School exists primarily to serve families of International Christian workers. We serve students in grades K-12, offering an Biblically integrated education through an American-style, college preparatory curriculum through our traditional day school that is jointly accredited by Association of Christian Schools International (ACSI) and Western Association of Schools and Colleges (WASC). We are also committed to providing services to students with additional needs and to homeschooling families.

✓ Rigorous Academics

GIS offers a college preparatory curriculum that includes 6 Honors courses and 14 Advanced Placement courses, along with a variety of elective options.

✓ Extracurricular Programs

Our extracurricular programs include after school clubs, Model United Nations, Speech & Debate, Student Council, and a school drama production.

✓ Technology & Design

Students begin learning how to be responsible, respectful, safe digital citizens at a young age. GIS offers several technology and design focused classes and clubs, allowing students to gain the skills and experience to excel in today's digital age.

✓ Outreach & Leadership Development

Sports Leadership class and outreach opportunities allow students to develop foundational leadership skills by serving younger students and the local Thai community.



VISUAL & PERFORMING ARTS

GIS visual and performing arts invites students to belong and contribute to an artistic community that affirms their identity as image-bearers of a creative Maker.

In our **band program**, students will learn proper instrument assembly and maintenance, music fundamentals, and instrument-specific performance technique. In our **choir program**, students are introduced to proper vocal techniques and given the opportunity to learn and perform music from different styles and periods. All band and choir students are given an opportunity to perform in front of an audience and participate in music festivals throughout the school year.

Our **visual arts program** provides students with tools and opportunities to develop their objective and creative skill sets in order to move toward deeper thinking and personal investigation and expression in their work. We offer visual arts classes in the AP level for our high school students: Honors Studio Art, AP Drawing, and AP 2D Art. Students also get the opportunity to showcase their art in the annual GIS Art Show as well as Art Chapel, a yearly special chapel event where the art students get to lead their peers in how to worship and connect to God through visual art.



ATHLETICS

Our athletic program serves students in grades 2–12. During this time, we are able to teach them not only how to be successful and disciplined, but also how to deal with failure. Athletics, in a tangible way, reveals and develops a person's character by bringing out both the best and worst in them. As called staff, it is our privilege to mentor students in an effort to grow the next generation of faithful leaders. We are true believers in multiplication.

As our students develop their character, they have the chance to invest in others through very practical ways on and off the field. We are not only inward-focused, but we provide a number of ministry opportunities for our athletes throughout Southeast Asia. Part of our vision from inception was to leverage athletics as a way to share God's redemptive story.

WE CURRENTLY OFFER

Basketball

Futsal

Soccer

Rec League

Volleyball

Track & Field

Cross Country

Swimming



ATHLETICS

To be an influential leader, you must be developed and then tested. A cornerstone of our athletics program is leadership development through Sports Leadership 1 and 2. We seek to develop students with strong leadership skills whose foundation is biblical, not worldly in nature, and who strive to serve those around them regardless of race or religion. This takes years to develop, so we begin to lay the groundwork in our elementary students and youth athletic program, and then build on that at the high school level to strengthen that foundation.

Sports Leadership 1 – Focuses on giving students foundational leadership skills so that they can facilitate and coach others through serving the elementary physical education classes and recreational league.

Sports Leadership 2 – Uses the training and skills they have developed to lead ministry and outreach. Students are able to share Christ's love at local Thai schools through sports and teaching English, and they can participate in trips to remote and unreached communities to share the Gospel through sports camps and development projects.



SPIRITUAL LIFE

At Grace International School, spiritual growth is an important part of every student's development. Elementary, Middle School, and High School each provide programs and experiences designed for their respective student communities, with the shared desire to invite students into a fully surrendered, lifelong relationship with Jesus. Staff and teachers consider the spiritual development of our students just as important as their academic and physical development and encourage students to ask questions about God, faith, and life.

Jesus concludes His unparalleled vision for life in His Kingdom through the Sermon on the Mount (Matthew 5–7) with this impactful declaration: “Everyone who hears these words of mine and puts them into practice is like a wise man who built his house on the rock.” Across each school, spiritual life programs seek to model and teach students to experience and practice the skills for growing a lifelong relationship with Jesus.

Each school offers programs and events that invite students to strengthen their faith and grow in their relationship with God. These include:

- Weekly High School, Middle School, and Elementary chapels
- Student Leadership Development
- Chapel Service Teams
- Regular Worship Nights
- High School Elevation Week
- Middle School RISE UP Week
- Elementary LIFT Week
- Outreach opportunities



CHIANG MAI, THAILAND

Thailand is a diverse and culturally rich country located in the heart of Southeast Asia with a population of over 60 million. The Thai sense of identity is allied with Buddhism and the Monarchy. The people are proud of its independence and rich heritage, but it has also adapted and embraced the rapid change brought about by globalization.

Thailand has a warm, humid, tropical climate with three main seasons: hot and dry from March to May, rainy from June to October, and cool from November to February. The national language is Thai and the country's predominant religion is Buddhism, which is closely woven into Thai culture and everyday life.

Chiang Mai, located in northern Thailand and surrounded by mountains, is a historic city known for its beautiful scenery, ancient temples, cultural heritage, and relaxed pace of life. The old city is surrounded by a historic moat and remnants of its former walls, while the surrounding province offers opportunities to explore mountains, rivers, ethnic hill-tribe communities, and wildlife.

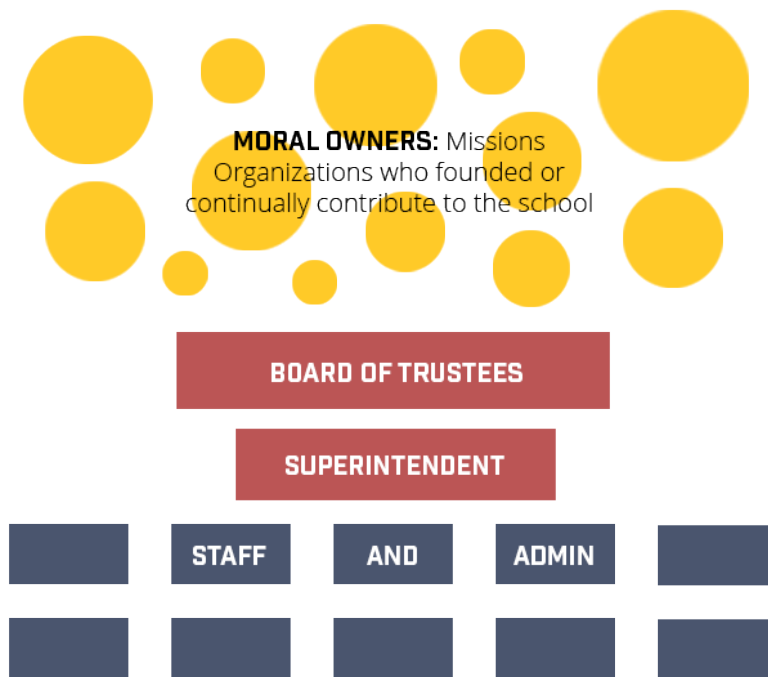
Chiang Mai is widely regarded as one of Asia's most livable cities, offering a relatively low cost of living alongside modern conveniences, including international grocery stores, shopping malls, cinemas, restaurants, major private and public hospitals, and other amenities. **One third of the world's population lives within a three hour plane ride from Chiang Mai, making it a strategic hub for travel and a popular base of operations for mission work.**



GOVERNANCE STRUCTURE

The Board of Trustees and the Superintendent work closely together under the Policy Governance model. The Board authors the end goals through input from the many mission organizations who contribute to the school, while the Superintendent is commissioned to fulfill those goals with room for creativity and innovation.

The relationship between the Board and the Superintendent is characterized by mutual trust, free-flowing support, and conversational engagement, the outcome of which seeks the greatest possible degree of understanding, perspective, and confidence.



“The value of the role of Superintendent within Policy Governance structure can’t be overstated. We all deeply feel the immense weight of the duty to provide for the educational and spiritual needs of the children of International Christian Workers in Chiang Mai. While the Board may translate our Moral Owners’ needs into policy statements that guide our overall trajectory and end goals, it’s the Superintendent who is directly responsible for designing and implementing the environment in which meeting the needs of those children takes place. This is a high calling. Be assured we are praying alongside you for God’s will to be clear to all of us as we search for the individual he’s asking to take this position. Is he calling you specifically to apply for this role at Grace International School?”

Curtis Hanover

Chief Governance Officer

SUPERINTENDENT'S PROFILE

As we search for the next Superintendent of Grace International School, we are praying for a spiritually mature leader who is equipped to navigate cultural, operational, and organizational complexity with relational sensitivity and a missional ethos. The ideal candidate must feel called by God to the role and should possess the maturity to serve as the school community's spiritual anchor, the humility to operate within Thai cultural and administrative structures, and the emotional resilience to navigate conflict, all while creating a thriving professional working environment for our school leadership. The next superintendent will also do well to excel in technological and AI foresight and multicultural team leadership within the Policy Governance framework.

It takes a special person to take up the responsibility for leading a unique community like Grace International School. The ideal superintendent candidate would be:

- A Person of Integrity
- Spiritually Mature
- Forward Thinking
- A Quick Learner
- A Shepherding Leader
- Scripturally Grounded & Maintaining a Missional Perspective
- Called to Serve International Christian Worker Families

Likewise, through education and experience, the ideal GIS superintendent would have:

- A Master of Education or Advanced Degree in a relevant educational administrative area
- Effective Communication & Listening Skills
- Experience with Navigating Conflict, Multicultural Teams, and Child Protection
- Technological Foresight & AI Literacy

Also helpful would be:

- Prior Southeast Asian Cultural Understanding
- Project Management Experience

SUPERINTENDENT'S KEY RESPONSIBILITIES

While GIS is led by a dynamic team of administrators working together to lead the school, the superintendent is ultimately responsible for the work of each department. Key areas of oversight include:

01 PROTECTION OF STUDENTS, FAMILIES, AND STAFF

Uphold policies and procedures which protect students, families, and staff against conditions which are unlawful, unsafe, unbiblical, or undignified.

02 PROTECTION OF PROGRAMS AND SERVICES

Facilitate programs and services that meet or exceed school and accreditation standards and are consistent with the philosophy of Grace International School in quality and safety.

03 FINANCIAL PLANNING AND EMPLOYMENT MANAGEMENT

Ensure financial planning which is in accord with the Ends priorities of GIS, maintain the protection of school assets, and manage employment, compensation, and benefits of employees in a manner that does not jeopardize fiscal integrity or Christian testimony.

04 COMMUNITY, ORGANIZATIONAL, AND DONOR RELATIONS

Keep the GIS community informed regarding school programs and safeguard the school's public image from ill-considered relationships or activities. Maintain positive relations with organizations that have a significant impact on the school, its personnel, or its constituency.

05 COMMUNICATION AND SUPPORT TO THE BOARD

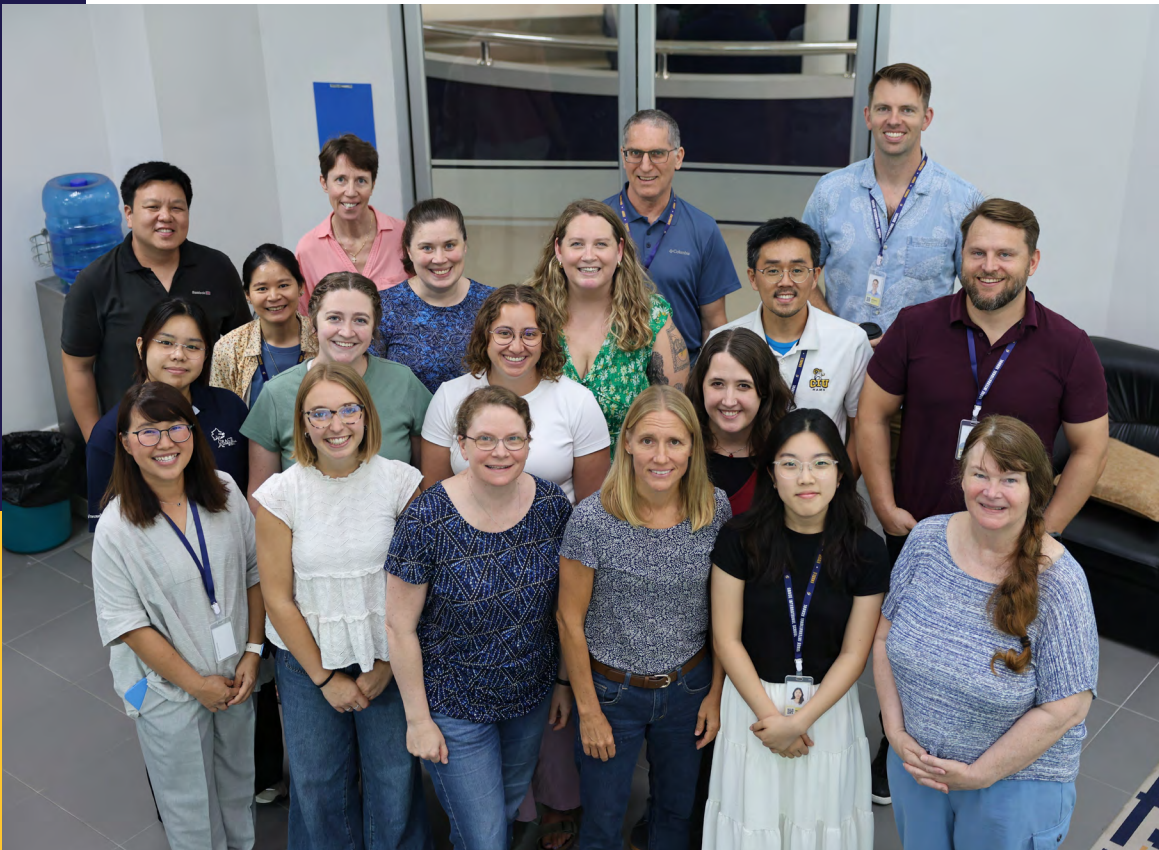
Keep the Board of Trustees informed and supported in its work, according to an established cycle of reporting and relational engagement under the Policy Governance Model.

BENEFITS

As with all of our Non-Thai staff, the GIS superintendent is a non-paid position as teachers and administrators are commissioned and financially supported by their local church and sending organizations. This enables our school to fulfill its mission of providing quality affordable education to children of International Christian Workers.

Grace International School provides the benefits of:

- The processing of visas and work permits
- Daily lunch from our Food Services team
- Health insurance
- A plane ticket to visit your home country upon contract renewal
- Tuition-free enrollment for up to three K-12 dependents



HOW TO APPLY

STEP 1:

Fill out the Inquiry Form on the [Superintendent Job Opportunity](#) page of the GIS website.

STEP 2:

Receive the application by email and complete by November 2.

Note: Applications will be evaluated when they are submitted. We may shorten the timeline if a suitable applicant is found.

STEP 3:

When prompted, complete a short, standardized interview. Reference forms will be sent to individuals listed on application.

STEP 4:

At the board's request, complete an extended Interview with the Board of Trustees likely in December.

STEP 5:

Lord willing, the role will be filled in January 2027.

If you have any questions about the application or interview process please reach out to the Board of Trustees at [**board.info@gisthailand.org**](mailto:board.info@gisthailand.org). We're already praying over our next superintendent and can't wait to meet who God is calling to join us.





gisthailand.org

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